



# SOR

THE SOCIETY OF  
RADIOGRAPHERS

## 2022 Diagnostic Radiography Workforce Census

Welcome

---

Welcome to the 2022 UK Diagnostic Radiography Workforce Census by the Society of Radiographers.

The results of this census will inform the work of the Society of Radiographers, workforce planners and commissioners/providers of radiography education.

In these challenging times, the importance of diagnostic imaging and the need for an adequately resourced workforce has been recognised. Obtaining accurate and up to date information on the radiographic workforce is essential and undoubtedly offers an opportunity for the profession to influence policy-makers.

We do appreciate that you are required to submit data to many other organisations but would urge that you complete our census as we are the recognised voice for the radiographic profession.

It is important we obtain information from all organisations delivering diagnostic radiography services for people, both NHS and independent sector providers, and from all the UK countries.

The census should ideally be completed by the Radiology Services Manager (or equivalent) on behalf of all diagnostic radiography (medical imaging) services provided by their hospital/workplace. If you are responsible for multiple sites, please provide one response on behalf of all those sites. If you are a national independent/private healthcare provider, you may provide one single response to cover all your UK sites if that is easier for you.

The results will be published on the SoR website. The data will be published by country and by organisation/department name.

This census may take you up to 30 minutes to complete. Please answer all the questions marked with a star\*.

If you are unable to complete the online census in one sitting, you will be able to save progress so you can continue your submission later.

Please contact Alex Lipton at [alexl@sor.org](mailto:alexl@sor.org) if you have any questions about this census.

## **Your details**

---

The Society of Radiographers (SoR) will use the data supplied by you for the purposes of research. Our lawful basis for processing your information is to fulfil the legitimate interest as a professional body. The Society of Radiographers shares information with the Society of Radiographers and your health centre. We will retain all information you submit as verification of your participation. Any personal data which the SoR collects, records or uses in any way will have appropriate safeguards applied to ensure compliance with the Data Protection Act 2018.

Data is collected and stored by Alchemer, but only made available to the account holder (the Society of Radiographers). The Society of Radiographers shares information with the Society of Radiographers. All personal data collected is kept confidential and secure. Survey response data are kept according to the SoR retention schedule.

For detailed information about how we use your information please see our full privacy statement on our website.

1. Which healthcare organisation are you responding for? (*Health Board, Trust or Employer eg Guy's and St Thomas' NHS Foundation Trust*) \*

2. Your details \*

#### Details

Forename \*

Surname \*

Email address \*

Job title \*

3. Are you responding for all sites at your organisation? \*

- Yes
- No

4. You have indicated you are not responding for all medical imaging sites at your organisation. Which sites are you responding for?

5. In which geographic area are you located?\* \*

- England
- Northern Ireland
- Scotland
- Wales
- UK-wide
- Isle of Man or Channel Islands

6. Are you answering on behalf of: \*

- NHS employer (Health Board or Trust)
- Independent sector employer
- Other (please specify)

7. Do we have your permission to send you emails in future relating to diagnostic imaging management such as an email invitation to complete this annual workforce census in November 2023? (*You will be able to unsubscribe at any time.*)

- Yes
- No

### **NHS region [England only]**

---

8. In which NHS region are you?

- East of England
- London
- Midlands
- North East and Yorkshire
- North West
- South East
- South West
- We're in more than one NHS region

### **Medical imaging modalities**

---

9. Are you responding for all medical imaging modalities provided by your organisation? \*

- Yes
- No

10. Please tell us which modalities you are responding for. \*

- CT
- DXA
- fluoroscopy (including cardiac, Vasc/non vasc intervention)
- Mammography
- MRI
- Nuclear medicine
- PET-CT
- Ultrasound
- X-ray
- Other - Write In

---

**Total establishment (whole time equivalent)**

**Page description:**

We are looking to capture your total establishment including filled AND vacant posts.

This page asks for details of all staff in the career framework from clinical support workers and assistant practitioners through to advanced and consultant practitioners. Please also include for this career framework apprenticeship posts (England only) and trainee assistant practitioners. You should NOT include clerical workers, clinical scientists, radiotherapy staff or third-party managed services where the staff are employed by the third party.

If your organisation does not use AfC bands, place your answers in the response marked Band N/A or use the approximate pay band. You can see the NHS AfC pay bands on the [NHS Employers' website](#).

Whole time equivalent (WTE) terminology is also commonly referred to as full time equivalent (FTE).

**11. Total diagnostic radiography workforce ESTABLISHMENT (whole time equivalent) as of 1 November 2022. \***

*Please put a DECIMAL number into each box below to progress to the next question. You may have to enter 0 to progress.*

Total diagnostic radiography workforce ESTABLISHMENT  
(whole time equivalent)

Band 2 \*

Band 3 \*

Band 4 \*

Band 5 \*

Linked Grade (Band  
5 to 6) \*

Band 6 \*

Band 7 \*

Band 8a \*

Band 8b \*

Band 8c \*

Band 8d \*

Band 9 \*

Band N/A \*

**Vacancies (whole time equivalent)**

**Page description:**

This page asks for details of all staff in the career framework from clinical support workers and assistant practitioners through to advanced and consultant practitioners. Please also include for this career framework apprenticeship posts (England only) and trainee assistant practitioners. You should NOT include clerical workers, clinical scientists, radiotherapy staff or third-party managed services where the staff are employed by the third party.

If your organisation does not use AfC bands, place your answers in the response marked Band N/A or use the approximate pay band. You can see the NHS AfC pay bands on the [NHS Employers' website](#).



**12. Number of diagnostic radiography workforce posts which are VACANT (whole time equivalent) as of 1 November 2022. \***

*Please put a DECIMAL number into each box below to progress to the next question. You may have to enter 0 to progress.*

VACANCIES (Whole Time Equivalent)

Band 2	<input type="text"/>
Band 3	<input type="text"/>
Band 4	<input type="text"/>
Band 5	<input type="text"/>
Linked Grade (Band 5 to 6)	<input type="text"/>
Band 6	<input type="text"/>
Band 7	<input type="text"/>
Band 8a	<input type="text"/>
Band 8b	<input type="text"/>
Band 8c	<input type="text"/>
Band 8d	<input type="text"/>
Band 9	<input type="text"/>
Band N/A	<input type="text"/>



Linked  
Grade  
(Band  
5 to 6)

Band  
6

Band  
7

Band  
8a

Band  
8b

Band  
8c

Band  
8d

Band  
9

Band  
N/A

**Total establishment (headcount)**

---

**Page description:**

We are looking to capture your total establishment including filled AND vacant posts.

This page asks for details of all staff in the career framework from clinical support workers and assistant practitioners through to advanced and consultant practitioners. Please also include for this career framework apprenticeship posts (England only) and trainee assistant practitioners. You should NOT include clerical workers, clinical scientists, radiotherapy staff or third-party managed services where the staff are employed by the third party.

If your organisation does not use AfC bands, place your answers in the response marked Band N/A or use the approximate pay band. You can see the NHS AfC pay bands on the [NHS Employers' website](#).

**14. Do you have data available on your total diagnostic radiography workforce ESTABLISHMENT (headcount) as of 1 November 2022? \***

- Yes
- No

**15. Total diagnostic radiography workforce ESTABLISHMENT  
(headcount) as of 1 November 2022. \***

*Please put a WHOLE number into each box below to progress to the next question. You may have to enter 0 to progress.*

Total diagnostic radiography workforce ESTABLISHMENT  
(headcount)

Band 2

Band 3

Band 4

Band 5

Linked Grade (Band 5  
to 6)

Band 6

Band 7

Band 8a

Band 8b

Band 8c

Band 8d

Band 9

Band N/A

## Long-term absences (headcount)

---

### Page description:

This page asks for details of all staff in the career framework from clinical support workers and assistant practitioners through to advanced and consultant practitioners. Please also include for this career framework apprenticeship posts (England only) and trainee assistant practitioners. You should NOT include clerical workers, clinical scientists, radiotherapy staff or third-party managed services where the staff are employed by the third party.

If your organisation does not use AfC bands, place your answers in the response marked Band N/A or use the approximate pay band. You can see the NHS AfC pay bands on the [NHS Employers' website](#).

Long-term sickness absence is defined as any continuous period of 28 calendar days or longer for the purposes of this question.

Parental leave includes paternity and maternity leave.

## 16. Total diagnostic radiography workforce LONG-TERM ABSENCES (headcount) as of 1 November 2022. \*

*Please put a WHOLE number into each box below to progress to the next question. You may have to enter 0 to progress.*

	Posts with post holder on CAREER BREAK (headcount)	Posts with post holder on LONG-TERM SICKNESS ABSENCE (headcount)	Post with post holder on PARENTAL / MATERNITY / PATERNITY LEAVE (headcount)
Band 2	<input type="text"/>	<input type="text"/>	<input type="text"/>
Band 3	<input type="text"/>	<input type="text"/>	<input type="text"/>
Band 4	<input type="text"/>	<input type="text"/>	<input type="text"/>
Band 5	<input type="text"/>	<input type="text"/>	<input type="text"/>
Linked Grade (Band 5 to 6)	<input type="text"/>	<input type="text"/>	<input type="text"/>
Band 6	<input type="text"/>	<input type="text"/>	<input type="text"/>
Band 7	<input type="text"/>	<input type="text"/>	<input type="text"/>
Band 8a	<input type="text"/>	<input type="text"/>	<input type="text"/>
Band 8b	<input type="text"/>	<input type="text"/>	<input type="text"/>
Band 8c	<input type="text"/>	<input type="text"/>	<input type="text"/>
Band 8d	<input type="text"/>	<input type="text"/>	<input type="text"/>
Band 9	<input type="text"/>	<input type="text"/>	<input type="text"/>
Band N/A	<input type="text"/>	<input type="text"/>	<input type="text"/>

**Age 60+ (headcount)**

---

**Page description:**

This page asks for details of all staff in the career framework from clinical support workers and assistant practitioners through to advanced and consultant practitioners. Please also include for this career framework apprenticeship posts (England only) and trainee assistant practitioners. You should NOT include clerical workers, clinical scientists, radiotherapy staff or third-party managed services where the staff are employed by the third party.

If your organisation does not use AfC bands, place your answers in the response marked Band N/A or use the approximate pay band. You can see the NHS AfC pay bands on the [NHS Employers' website](#).



**17. Number of diagnostic radiography workforce posts with post holder AGED 60 years or above as of 1 November 2022 (headcount). \***

*Please put a WHOLE number into each box below to progress to the next question. You may have to enter 0 to progress.*

AGED 60 years or above (headcount)

Band 2	<input type="text"/>
Band 3	<input type="text"/>
Band 4	<input type="text"/>
Band 5	<input type="text"/>
Linked Grade (Band 5 to 6)	<input type="text"/>
Band 6	<input type="text"/>
Band 7	<input type="text"/>
Band 8a	<input type="text"/>
Band 8b	<input type="text"/>
Band 8c	<input type="text"/>
Band 8d	<input type="text"/>
Band 9	<input type="text"/>
Band N/A	<input type="text"/>

## Leavers (headcount)

---

### Page description:

This page asks for details of all staff in the career framework from clinical support workers and assistant practitioners through to advanced and consultant practitioners. Please also include for this career framework apprenticeship posts (England only) and trainee assistant practitioners. You should NOT include clerical workers, clinical scientists, radiotherapy staff or third-party managed services where the staff are employed by the third party.

If your organisation does not use AfC bands, place your answers in the response marked Band N/A or use the approximate pay band. You can see the NHS AfC pay bands on the [NHS Employers' website](#).

**18. Do you have data available on the number of diagnostic radiography workforce posts where the post holder has LEFT since the last census date 1 November 2021? \***

- Yes - I have data available
- No - I don't have data available
- There have been no leavers since the previous census date

**19. Number of diagnostic radiography workforce posts where the post holder has LEFT since the last census date 1 November 2021. (These figures will be used to calculate staff turnover.) \***

*Please put a WHOLE number into each box below to progress to the next question. You may have to enter 0 to progress.*

	LEAVERS who RETIRED (headcount)	OTHER LEAVERS (headcount)
Band 2	<input type="text"/>	<input type="text"/>
Band 3	<input type="text"/>	<input type="text"/>
Band 4	<input type="text"/>	<input type="text"/>
Band 5	<input type="text"/>	<input type="text"/>
Linked Grade (Band 5 to 6)	<input type="text"/>	<input type="text"/>
Band 6	<input type="text"/>	<input type="text"/>
Band 7	<input type="text"/>	<input type="text"/>
Band 8a	<input type="text"/>	<input type="text"/>
Band 8b	<input type="text"/>	<input type="text"/>
Band 8c	<input type="text"/>	<input type="text"/>
Band 8d	<input type="text"/>	<input type="text"/>
Band 9	<input type="text"/>	<input type="text"/>
Band N/A	<input type="text"/>	<input type="text"/>

## Reasons for leaving

---

20. What were the reasons for post holders leaving? *(Select all that apply.)*

\*

- None have left
- Career development within another NHS imaging department
- Education
- Left to work in Community diagnostic centres
- Left centre due to higher salary elsewhere
- Left profession but still working in health services
- Left to undertake work as an agency or independent sector radiographer
- Personal reasons
- Retirement
- Other - Write In

## International recruitment (headcount)

---

### Page description:

This page asks for details of all staff in the career framework from clinical support workers and assistant practitioners through to advanced and consultant practitioners. Please also include for this career framework apprenticeship posts (England only) and trainee assistant practitioners. You should NOT include clerical workers, clinical scientists, radiotherapy staff or third-party managed services where the staff are employed by the third party.

If your organisation does not use AfC bands, place your answers in the response marked Band N/A or use the approximate pay band. You can see the NHS AfC pay bands on the [NHS Employers' website](#).

**21. Number of diagnostic radiography workforce who have been or are planned to be RECRUITED INTERNATIONALLY (headcount). \***

*Please put a WHOLE number into each box below to progress to the next question. You may have to enter 0 to progress.*

	number of international radiographers recruited 2021-2022	number of international radiographers planned 2022-2023
Band 5	<input type="text"/>	<input type="text"/>
Band 6	<input type="text"/>	<input type="text"/>
Other - please specify	<input type="text"/>	<input type="text"/>

**Apprenticeship data**

---

**22. Do you have any APPRENTICESHIP posts as of 1 November 2022?**

- Yes
- No

**Page description:**

This page asks for details of support workforce apprenticeship posts in the career framework. (We are aware that you may have already included these posts in your previous answers. Please detail them here again to allow us to capture data about the use of apprenticeship posts.)

**23. Number of support workforce APPRENTICESHIP posts as of 1 November 2022 (headcount).**

	Healthcare Support Worker	Senior Healthcare Support Worker	Mammography Associate	Healthcare Assistant Practitioner
Total no.	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

**Page description:**

This page asks for details of remaining apprenticeship posts in the career framework. (We are aware that you may have already included these posts in your previous answers. Please detail them here again to allow us to capture data about the use of apprenticeship posts.)

**24. Number of diagnostic radiography APPRENTICESHIP posts as of 1 November 2022 (headcount).**

	Diagnostic Radiographer Integrated Degree	Enhanced Clinical Practitioner	Advanced Clinical Practitioner	Sonographer Degree
Total no.	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

**25. Do you have any other APPRENTICESHIP posts as of 1 November 2022 not included in the previous two questions' figures? (Please give headcount and brief details.)**

**Return to practice**

---

**26. Have you supported a return to practice radiographer between 1 November 2021 and 31 October 2022? \***

- Yes
- No

---

**Unregistered staff**

**27. How many band 5 or higher clinical staff are NOT registered with the HCPC, NMC, Register of Clinical Technologists or similar body (headcount)? \***

---

**Supporting professional activities**

**28. In an average working week, please estimate roughly the percentage of time the following AfC staff groups spend on supporting professional activities such as:**

- Leadership
- Management
- PACS
- Quality Improvement / Quality management / QSI (Quality Standard for Imaging)
- Research
- Service Development
- Training and Development
- Supporting learners in training
- AI and digital initiatives
- Trade union or Professional body activities
- CPD

*If your organisation does not use AfC bands, use the pay band that most closely matches the salary. You can see the NHS AfC pay bands on the NHS Employers' website.*

% time on supporting professional activities

Band 4

Band 5

Linked Grade (Band 5 to 6)

Band 6

Band 7

Band 8a

Band 8b

Band 8c

Band 8d

Band N/A

**Postgraduate training**

---



**29. Please indicate the number of staff (Headcount) in POSTGRADUATE training in each of the following modalities as of 1 November 2022. \***

*Please put a WHOLE number into each box below to progress to the next question. You may have to enter 0 to progress.*

	In postgraduate training (headcount)
Conventional imaging reporting	<input type="text"/>
CT PgC/PgD/Masters	<input type="text"/>
CT Head reporting	<input type="text"/>
DXA	<input type="text"/>
Fluoroscopy	<input type="text"/>
Interventional procedures	<input type="text"/>
Leadership development	<input type="text"/>
Mammography (including reporting, biopsy etc)	<input type="text"/>
MRI PgC/PgD/Masters	<input type="text"/>
MRI reporting	<input type="text"/>
Nuclear Medicine	<input type="text"/>
Quality management	<input type="text"/>
Ultrasound	<input type="text"/>

30. Do you have any other members of staff in postgraduate training not included in the previous question's figures? (Please give headcount and brief details.)

### Advanced and consultant practice

---

31. As of 1 November 2022, how many practitioners were in advanced / consultant practice (headcount)? \*

*Please put a WHOLE number into each box below to progress to the next question. You may have to enter 0 to progress.*

Headcount

Advanced practitioners

Consultant practitioners

### Agency Staff

---

32. As of 1 November 2022, were you using any AGENCY diagnostic radiographers? \*

- Yes
- No

33. As of 1 November 2022, were you using any AGENCY sonographers? \*

Yes

No

**Final question - your comments**

---

34. Please use the box below to provide any comments you may have related to your submission.

**Thank You!**

---

Thank you for taking our survey. Your response is very important to us.

An auto-generated email will be sent to you with your responses.